

JIM DANIEL VARGHESE
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EXPERIENCE:

The Law Office of Jim D. Varghese, PLLC, Houston and Austin, Texas, May 2012 - Present

Attorney- Commercial Contracts, Data Privacy & Security

- Legal contractor to Fortune 500 and FTSE 100 companies (CHS, Huntsman, British Telecom (BT) and HP)
- Sales and Procurement (Customer and Vendor) contracts drafting, redline, negotiation, escalation, & approval
- Transactional advisor to US and international directors, executives, business leaders, security and IT professionals
- Regulatory attorney for data security, privacy issues, breach response, GDPR, and CCPA compliance
- Certified Information Privacy Professional (CIPP/US) - International Association of Privacy Professionals (IAPP)

LawGeex, Tel Aviv-Yafo, Israel, August 2017 – Present

Legal and Data Consultant

- LawGeex is transforming legal operations and its artificial intelligence (A.I.) and machine learning solution helps legal teams automate the review and approval of contracts. Lawgeex makes in-house legal work easy, efficient and impactful, allowing customers to focus on the big picture instead of getting lost in the paperwork

Bazaarvoice, Inc., Austin, Texas, September 2019 – February 2020

Data Privacy and Security Attorney

- Data Privacy and Security Attorney for Bazaarvoice, a provider of consumer-generated content, advertising and personalization solutions for brands and businesses, with subject matter expertise in GDPR and CCPA compliance
- Legal research and writing with regard to new state laws in California, Nevada, New York and Illinois
- Completed data inventory by using OneTrust platform and by conducting interviews
- Negotiations with privacy and security vendors on price, modules, and SOW terms
- Advised teams on what data necessitates deidentification, pseudonymization, aggregation, and/or “salting”
- Advised teams on what business processes constitute “controlling”, “processing”, “selling” of personal data
- Interfacing with state attorneys general on data broker registration
- Authored the privacy policy of both bazaarvoice.com and influenster.com
- Created playbooks for customer and vendor negotiation
- Created data subject access request portal and process to respond to data requests a timely and lawful fashion
- Analyzed and verified data subject request to see if exceptions or exemptions apply meriting non-disclosure
- Creation of performance targets and milestones to update board and steering committees.
- Created data breach playbook and templates to be deployed if/when necessary in order to meet statutory deadlines
- Oversight, onboarding and sunseting of critical and non-critical Vendors
- General Q&A regarding product and services that are impacted by privacy
- Participation in privacy impact assessments and RFP responses with product, engineering, and commercial teams

CHS Incorporated, Inver Grove, Minnesota, May 2018- April 2019

Privacy Attorney

- Reported directly to General Counsel, Chief Information Security Officer, and Outside General Counsel
- Negotiated hundreds of Data Protection Agreements/Addenda with in-scope and critical Vendors
- Records of processing activities and data flow mapping projects
- Creation of short-form, standard, and enhanced Data Protection Agreement (DPA) template
- Oversight of Vendors, processors and subprocessors for compliance with terms, NIST, SANS and/or ISO 27001
- Analysis to determine onboarding, integration, or sunseting of new or existing Vendors
- Assisting business teams with Privacy Impact Assessments (PIA) and Data Protection Impact Assessments (DPIA)
- Saved money by preparing requests and risk spotting prior to escalation to outside counsel
- Execution of outside counsel advice from US, Canada, Mexico, Brazil, and EU

Huntsman Corporation, The Woodlands, Texas October 2016- December 2016

Mergers and Acquisitions (M&A) Project Attorney

- International Divestment and Spinoff (M&A) project work, such as contract interpretation, coordination with former & new stakeholders, creating and sending out pertinent notices and assignments as well as working out Amendments to software licenses and Agreements to effectuate smooth transition for both RemainCo and SpinCo

British Telecommunications (BT plc), Dallas, Texas January 2014-October 2016

Associate, International Contracts

- Team member and then manager of a three-country team of negotiators in Texas, Northern Ireland, UK and India
- Complex negotiations with Verizon, Sprint, AT&T, T-Mobile, DT, Vodafone and other major telecom players in re-sell agreements, alliance, and channel agreements
- Extensive deal experience in drafting and negotiating supplier and customer-facing agreements, particularly in telecom Professional Services, Hardware, Software License, Cloud (IaaS, PaaS, and SaaS), Non-Disclosure, Vendor, Ethical Hacking engagements as well as bid friendly RFP responses, contract interpretation, contentious issue responses and risk mitigations
- Created risk assessments and provided advice on specific and complex telecom issues such as Voice over IP regulatory framework in countries of coverage or interest
- Provide ongoing support to any internal team whenever there was an operational or regulatory change that affected the business such as the GDPR

Hewlett-Packard (HP), Houston, Texas, October 2012-December 2013

Associate, Managed Contracts and Negotiations

- Closed high volume of sales requests and contracts for HP's global team, including sales contracts for Professional Services, Managed Print Services, on premise Software Licensing, Cloud Agreements, Consulting engagements, and "off the shelf" products
- Absorbed and followed HP commercial norms in judgment calls and escalations during negotiations
- Creation of Statement of Assessed Risk (SOAR) opinions and redline of NDA and Confidentiality Agreements
- Inbound contract work including redlines of Vendor paper and external negotiations. Effectively worked with business to maintain a positive relationship with strategic Vendors when terms like Indemnity, Limitation of Liability or Audit, Personal Data, and Payment handling became contentious
- Support of sales and bid teams in RFP proposals as the legal point of contact from bid release to award

LICENSE, EDUCATION AND CERTIFICATIONS:

State Bar of Texas, Bar No. 24081189, Admitted and Licensed since May 2012

South Texas College of Law, Houston, Texas

- J.D., Doctor of Jurisprudence, December 2011
- Dean's List, 2011
- Certified Mediator in Texas, Frank Evans Center for Conflict Resolution, 2011

Charles University Law School, Prague, Czech Republic, Consortium for Innovative Legal Education (CILE) Program

- Coursework in International Negotiations, National Security & Counterterrorism Law, and Customary Intl. Law, 2010

The University of Texas at Austin, Red McCombs School of Business, Austin, Texas

- Bachelor of Business Administration (BBA), May 2007
- United States Congressional Intern, 2004

International Association of Privacy Professionals (IAPP) since January 2017

Certified Information Privacy Professional/United States (CIPP/US) since January 2017